

## STATE DISABILITY AND OTHER LEAVE PROGRAMS

Below are various leave programs with definitions and timeframes that coordinate with the SDI Program. The following provides examples and scenarios of how these programs interact with each other.

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
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### LOA

**Leave of Absence (LOA)** - Up to one year.

### FMLA

**Family Medical Leave Act (FMLA)** - 12 weeks of job-protected coverage in a 12-month period for employee's own illness; family members' illness; or for bonding.

### CFRA

**California Family Rights Act (CFRA)** - 12 weeks of job-protected coverage in a 12-month period for employee's own illness; family members' illness; or for bonding.

### PDL

**Pregnancy Disability Leave (PDL)** - Up to a maximum of 4 months for a pregnancy disability/birth.

### DI\*

**Disability Insurance (DI)** - Up to 52 weeks.

### PFL \*

**Paid Family Leave (PFL)** - 6 weeks in a 12-month period.

### Health Care Benefits\*\*

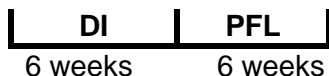
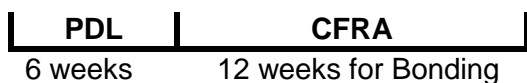
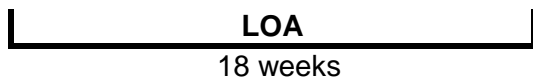
**Health Care Benefits** - Up to 12 weeks of employer-covered benefits under FMLA/CFRA. Up to 26 weeks of employer-covered health care benefits per the SEIU MOU. (Employee must be on the SDI Program.)

\* DI and PFL = SDI Program

\*\* Both CFRA and FMLA require that the employer continue paying for the employee's "group health care" benefits. This obligation is only for a total of 12 workweeks of leave, whether taken under FMLA or CFRA or both. There is not a 12-week obligation to continue health care benefits under FMLA and then a separate 12-week obligation under CFRA. NOTE: Per the MOU for SEIU-represented employees, the employer is required to continue paying for health care benefits up to 26 weeks.

## EXAMPLE #1 - NORMAL PREGNANCY

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
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## SCENARIO:

This employee is off work due to a normal pregnancy/birth of a child and has requested time off for bonding. The employee is also under the SDI Program. The following conditions apply to this employee:

- On a leave of absence for 18 weeks due to pregnancy/birth of a child;
- Placed by the employer on FMLA and the employee receives FMLA for 12 weeks;
- On a PDL for 6 weeks;
- Bonding for an additional 12 weeks under CFRA;
- On DI for 6 weeks;
- On PFL for 6 weeks; and
- Covered for employer-paid health care benefits for 12 weeks under FMLA provisions and SIEU MOU provisions.

The LOA, FMLA, employer-covered health care benefits, PDL, and DI all run concurrently.

## EXAMPLE #2 - DISABILITY AFTER BIRTH OF CHILD

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
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**LOA**  
27 weeks

**FMLA**  
12 weeks

**PDL**                      **CFRA**  
15 weeks                      12 weeks for bonding

**DI**                      **PFL**                      **LOA**  
15 weeks                      6 weeks                      6 weeks

**Health Care Benefits**  
21 weeks

## SCENARIO:

This employee is off work due to a pregnancy/birth of a child and has a physician certification for additional time off work due to illness. This employee is also under the SDI Program. The following conditions apply to this employee:

- On a leave of absence for 27 weeks due to pregnancy disability/birth of a child;
- Placed by the employer on FMLA and the employee receives FMLA for 12 weeks;
- On a PDL for 15 weeks;
- Bonding for an additional 12 weeks under CFRA;
- On DI for 15 weeks;
- On PFL for 6 weeks;
- On a leave of absence for 6 weeks; and
- Covered for employer-paid health care benefits for 21 weeks under FMLA provisions and SIEU MOU provisions.

The LOA, FMLA, employer-covered health care benefit, PDL, and DI all run concurrently.

## EXAMPLE #3 - EMPLOYEE DISABILITY (e.g. Surgery)

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
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**LOA**  
12 weeks

**FMLA**  
12 weeks

<b>DI</b>	<b>DI/WORK</b>
6 weeks	6 weeks ½ work ½ DI

**Health Care Benefits**  
12 weeks

Employee is now permitted to use leave credits for absences unrelated to the disability. In addition, the employee may supplement up to 40 hours of leave credits.

## SCENARIO:

This employee is off work due to surgery and has a physician certification to work 4 hours per day. This employee is also under the SDI Program. The following conditions apply to this employee:

- On a leave of absence for 12 weeks;
- Placed by the employer on FMLA and the employee receives FMLA for 12 weeks;
- On DI for 6 weeks;
- On DI for 6 more weeks half time while working half time; and
- Covered for employer-paid health care benefits for 12 weeks under FMLA provisions and SIEU MOU provisions.

The LOA, FMLA, employer-covered health care benefits, and DI all run concurrently.